

Your guide to the National Education Union





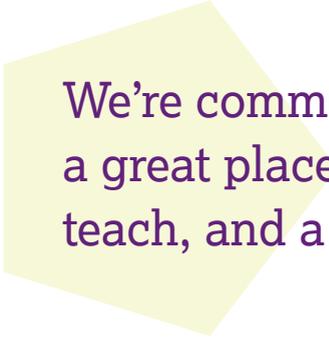
Not yet a member?

To be part of the union that puts education first, join the National Education Union today. To join or check out our competitive rates, including special offers for trainees and newly qualified members, visit www.neu.org.uk/join or call **0345 811 8111**.*

**Terms and conditions available online.
Local rates apply.*

The National Education Union stands up for the future of education by bringing together more than 450,000 teachers, lecturers, support staff and leaders working in maintained and independent schools and colleges across the UK.

Combining the expertise and experience of the NUT, ATL and AMiE, ATL's leadership section, the National Education Union is the UK's largest education union. We are an effective and powerful voice – championing everyone who works in education.



We're committed to making education a great place to work, a great place to teach, and a great place to learn.



We are pleased to welcome you to the National Education Union.

As a member of the ATL section of the National Education Union, or AMiE, for leaders in education, you should be reassured that you will continue to receive the same excellent benefits and support that you have before. We hope this guide will help you make the most of your membership.

We continue to be the union for your whole career, whether you're a trainee or newly qualified teacher, a member of support staff, a lecturer or a leader. We value the complex and highly professional role you perform every day. We understand and will stand with you on the issues that are important. As an effective and powerful voice in education, our school cuts campaign has put funding firmly on the political agenda, and our workload campaign has helped members up and down the country take control of their working lives.

Through promoting education worker rights and providing comprehensive quality CPD, as well as unrivalled publications and digital resources, we empower you to inspire generations of learners. And, of course, should you face a problem at work, you have the support of our workplace reps, local officers and legal experts in your corner.

Whilst we're here to support you, we also encourage you to get involved. Whether it's becoming a rep, helping to determine policy, taking part in campaigns or attending events, you are central to the success of your union.

For the latest National Education Union campaigns, news and advice visit www.neu.org.uk. As a member of the ATL section of the National Education Union, or AMiE, you will continue to have access to all the information, advice and resources available at www.atl.org.uk and www.amie.org.uk. During a transition period, which runs until January 2019, ATL and the NUT, will come together to bring you the very best of both unions.

The National Education Union is your union. Join up and join in. Together, we'll shape the future of education.

Dr Mary Bousted and Kevin Courtney
Joint general secretaries, National Education Union



Welcome to 'Your guide to the National Education Union'

1 Standing up for education

We are committed to making the education sector a great place to work, a great place to teach and a great place to learn.

Our campaigning work to highlight school cuts has made it the number one concern of parents and a decisive political issue for all political parties. And our workload campaign www.neu.org.uk/workload has ensured the issue is being addressed in workplaces up and down the country, as well as seeing the DfE issue guidance.

We will continue to fight for a fairly funded education system in schools and colleges (see www.neu.org.uk/funding), with highly trained and qualified teachers and education professionals who have manageable workloads, fair pay and good working conditions. In addition, this includes campaigning:

- ◆ against high-stakes testing and the impact on young people
- ◆ to get Government to address the accelerating crisis in recruiting and retaining teachers, lecturers and heads
- ◆ for a different approach to school and college inspection, which works with education professionals not against them
- ◆ for a curriculum inclusive to all learners, which develops the skills they need for their futures
- ◆ to support leaders in the practice of leading ethically, creating a positive workplace culture and a motivated workforce
- ◆ to develop a sustainable and coherent vocational and technical education sector.

For the latest National Education Union campaigns visit www.neu.org.uk. You can also find out about other campaigns we're involved in at www.atl.org.uk and www.amie.org.uk.

We believe it is important to have a well-trained and motivated workforce. So whatever your role and wherever you are in your career, we continue to offer training and professional development opportunities to suit you, with subjects ranging from behaviour management, pupil mental health and leadership skills, to SEND and classroom skills.

Many thousands of you have already taken part in our CPD programme. If you haven't yet, or if you would like to see what else we can offer, find out more at www.atl.org.uk/learningzone. All our courses, whether face-to-face or online, are delivered by well-informed, high-quality tutors. They have been designed to help you identify and meet your learning needs as part of your appraisal, professional standards in your sector, or whatever development structure your workplace offers.

We also provide tailored training for new and existing workplace, health and safety and union learning reps (ULRs).

Excellent personal and professional development

To check out our national and regional CPD opportunities, visit our learning zone www.atl.org.uk/learningzone, call 020 7782 1582 or email learning@neu.org.uk.

3 Help, advice and support

Whether you need guidance about your employment rights or help with problems such as workload, bullying or accidents at work, you will have access to the combined expertise of ATL and the NUT's unrivalled network of workplace reps, local associations and branches, regional offices in England, the Wales office and the Northern Ireland office, as well as an expert legal team, national officials, helplines and online support.

How to get in touch

Your local district or branch

Your local district or branch secretary can provide help and advice. If you want to find out their name or contact details, call **0345 811 8111** or visit www.atl.org.uk/districts.

Our union member advisers

To speak to a member adviser call **0345 811 8111** between 9am-7pm, Monday to Friday.

We represent members in the most difficult circumstances...

Since January 2017 we have recovered £250,000 in employment tribunal cases, including disability discrimination, unfair dismissal and equal pay. Of the cases issued in the employment tribunal, 80% resulted in settlement prior to the hearing or were successful at the hearing.

We're on your side. Over the past 12 months...*

ATL has won £4 million for its members in settlement agreements, whilst £405,000 was recovered for injured members and their families.

ATL dealt with more than 19,000 contacts seeking advice, help, support and representation.

*From June 2016 to June 2017

Online support

You can find answers to your queries via our online help and advice pages at www.atl.org.uk and www.amie.org.uk.

Use our pay and pensions calculators, manage your workload using our work-life tracker, download a factsheet or order a publication. Our online advice covers a range of issues, as well as information specific to your role, for example if you are new to teaching or in a leadership or management role.

You can also use our job finder service and take part in an online learning session.

4 Equality matters

The importance of equality runs through the National Education Union's work. It is a key priority of the union to ensure that its members have a voice in the union, in the classroom and in broader society, and do not face barriers to promotion, representation or participation. We believe that all children and young people should have equal access to a good school and an education system which treats staff and those they teach fairly.

We work with other organisations to tackle discrimination and inequality in schools and colleges through whole-school and curricular activities and produce resources to support all education professionals. We run our own equality events, and support and attend others, including the Pride festivals, Black History and UK Disability History months.

You can get involved in our policy network, helping us evaluate educational policies and initiatives across the UK regarding their impact on equalities issues. The network also identifies gaps between policies designed to promote equality, dignity, fairness and justice, and their implementation in practice, and suggests areas for development of union activity.

The network encourages members to broaden their knowledge of equalities issues, respond to surveys and get involved with our campaigning on equalities issues. If you would like to find out more on equalities visit www.atl.org.uk/equalities.



Get involved in your union and help determine policy, play a key role in campaigning, attend events and conferences, and support your colleagues with issues at work.

By becoming a rep in your workplace you are central to the success of your union. You can provide vital information and advice to colleagues, build your own skills, as well as help to recruit new members. The role is flexible – you decide how much time you can put in. You will receive all the information and support you need, as well as access to training courses to help you in your role.

**It's your
union**

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If you would like to find out more visit www.neu.org.uk/getinvolved, email organise@neu.org.uk or call 0345 811 8111.



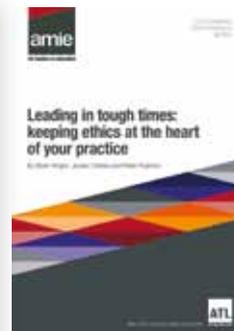
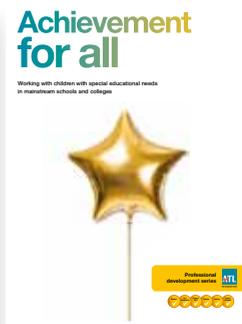
Publications and resources

We are unmatched in the range and quality of free publications and factsheets we offer, covering everything from guidance on employment rights, school trips and managing behaviour, to appraisals, pensions, mentoring and managing workload.

They provide authoritative, relevant and practical information, which will benefit you professionally and personally. Titles include:

- ◆ *Managing Classroom Behaviour* – with practical ideas to help in the classroom
- ◆ *Achievement for All* – a guide to teaching pupils with SEN
- ◆ *Taking Students Off Site* – how to plan a successful and safe trip
- ◆ *Leading in Tough times: keeping ethics at the heart of your practice* – supporting leaders in the practice of leading ethically
- ◆ *Violence, Threatening Behaviour and Abuse* – how to deal with it.

Other publications cover education policy issues such as assessment, inspection and curriculum. You can see the full range at www.atl.org.uk/publications and www.amie.org.uk/publications, where you can download and order hard copies of publications and resources for free.



Keep up to date

Our members' magazines, *Report* and *ELM*, which contain member news, features and interviews, and newsletters will keep you updated on the latest developments at the National Education Union and in the wider profession. They include:

- ◆ a newsletter for members who are new to teaching
- ◆ newsletters specifically for members in Wales and Northern Ireland
- ◆ a dedicated newsletter for all reps, encompassing information on workplace reps, health and safety and union learning
- ◆ sector-specific newsletters for support staff, as well as members in the independent and post-16 sectors
- ◆ district and branch newsletters, with all the latest news and information in your area.

Our websites www.atl.org.uk and www.amie.org.uk are your link to CPD, publications and advice, and through our social communities you can keep up with the debate and share your experiences at [@NEUnion](https://twitter.com/NEUnion) and facebook.com/nationaleducationunion.



Insurance protection and cover

As a member of the National Education Union, you receive the same free insurance protection and cover you are used to for everything from personal accidents, to loss or damage of property, including teaching equipment, personal effects and musical instruments:

- ◆ Personal accident cover – members are automatically insured for £10,000 against accidental death, permanent total disablement and loss of limbs or eyesight that occur at or en route to or from work. A further maximum of £5,000 can be claimed for funeral expenses after a member's accidental death under the above circumstances. Permanent facial disfigurement with visible scar tissue at least one centimetre in length will receive between £250 and £1,000.
- ◆ Loss or damage to property within work premises (maximum benefit payable £500 for property and £125 for cash). An excess of £25 applies, ie the first £25 will not be paid.
- ◆ Malicious damage to motor vehicles within the boundaries of the work establishment (maximum benefit payable £750). An excess of £50 applies, ie the first £50 will not be paid. Damage caused by another vehicle is not covered, nor is theft of property from the vehicle.
- ◆ Assault – members are covered against absence from work after injury following physical assault by any person whether at work or elsewhere. £200 a week is payable for four weeks after the first seven days of absence.
- ◆ Dental treatment – if you require dental treatment as a result of assault or an accident at work or en route to or from work, a maximum benefit of £500 is payable. An excess of £25 applies, ie the first £25 will not be paid.
- ◆ Hospitalisation – members hospitalised due to accidental bodily injury at or en route to or from work are eligible for a payment of £50 per day in hospital after the first 24 hours.

To find out more about making an insurance claim, call 0345 811 8111 or email enquiries@neu.org.uk.

◆ Coma – any member hospitalised due to accidental bodily injury, which results in a continuous unconscious state is eligible for a further £50 per day after the first 24 hours in addition to the hospitalisation benefit above.

We have also negotiated discounts on motor, home and life insurance, as well as insurance for private work; visit www.atl.org.uk/plus for further details.

Members and their families can continue to take advantage of our free and impartial personal injury service regarding accident and injury claims, whether at work or elsewhere.

Personal injury claims

Contact our personal injury solicitors, Morrish Solicitors on 033 3344 9616 or visit them at www.atlinjuryclaims.org.uk.

We give you more for your membership by providing you and your family with a wide range of money-saving benefits and services through the member benefits programme.

We have negotiated offers, discounts and rewards on great products from recognised brands*. From finance, health, home and IT to lifestyle, legal issues and travel, our member benefits programme includes special rates on motor and home insurance, independent financial advice and a job finding service.

You can find details of our member benefits programme at www.atl.org.uk/plus.

*All partners are reputable companies that have gone through a rigorous approval process

Personal injury protection

More for your membership



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education
union

www.neu.org.uk

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